

By: Zaffirini

S.B. No. 56

A BILL TO BE ENTITLED

AN ACT

1
2 relating to employment discrimination training for members of the
3 legislature and state or legislative employees and interns.

4 BE IT ENACTED BY THE LEGISLATURE OF THE STATE OF TEXAS:

5 SECTION 1. Section 21.010, Labor Code, is amended to read as
6 follows:

7 Sec. 21.010. EMPLOYMENT DISCRIMINATION TRAINING FOR STATE
8 EMPLOYEES AND UNPAID INTERNS. (a) Each state agency shall provide
9 to employees and unpaid interns of the agency an employment
10 discrimination training program that complies with this section.

11 (b) The training program must provide the employee or unpaid
12 intern with information regarding the agency's policies and
13 procedures relating to employment discrimination, including
14 employment discrimination involving sexual harassment.

15 (c) Each employee of a state agency shall attend the
16 training program required by this section not later than the 30th
17 day after the date the employee is hired by the agency and shall
18 attend supplemental training every two years. An unpaid intern
19 shall attend the training program required by this section not
20 later than the 30th day after the date the internship begins.

21 (d) ~~[The commission shall develop materials for use by state~~
22 ~~agencies in providing employment discrimination training as~~
23 ~~required by this section.~~

24 [~~e~~] Each state agency shall require an employee or unpaid

1 intern of the agency who attends a training program required by this
2 section to sign a statement verifying the employee's or intern's
3 attendance at the training program. The agency shall file the
4 statement in the employee's or intern's personnel file.

5 (e) Section 21.1065(c) applies to a determination of
6 whether an individual is an unpaid intern for purposes of this
7 section.

8 SECTION 2. Subchapter A, Chapter 21, Labor Code, is amended
9 by adding Sections 21.011 and 21.012 to read as follows:

10 Sec. 21.011. EMPLOYMENT DISCRIMINATION TRAINING FOR
11 LEGISLATORS AND LEGISLATIVE EMPLOYEES AND UNPAID INTERNS. (a)
12 Each house of the legislature shall provide to members of that house
13 and to employees and unpaid interns of that house an employment
14 discrimination training program that complies with this section.

15 (b) The training program must provide the member, employee,
16 or unpaid intern with information regarding the policies and
17 procedures of the applicable house of the legislature that relate
18 to employment discrimination, including employment discrimination
19 involving sexual harassment.

20 (c) An individual elected to be a member of the legislature
21 shall attend the training program required by this section:

22 (1) not earlier than the day following the date of the
23 November general election that precedes the convening of each
24 regular session of the legislature for which the individual is
25 elected; and

26 (2) not later than February 1 of the year in which that
27 regular session is convened.

1 (d) Each employee of a house of the legislature shall attend
2 the training program required by this section not later than the
3 30th day after the date the employee is hired by the house and shall
4 attend supplemental training every two years. An unpaid intern
5 shall attend the training program required by this section not
6 later than the 30th day after the date the internship begins.

7 (e) The presiding officer of each house of the legislature
8 shall require each member of that house who attends a training
9 program required by this section to sign a statement verifying the
10 member's attendance at the training program. The presiding officer
11 shall maintain each statement.

12 (f) Each house of the legislature shall require an employee
13 or unpaid intern of that house who attends a training program
14 required by this section to sign a statement verifying the
15 employee's or intern's attendance at the training program. The
16 applicable house shall maintain each statement.

17 (g) Section 21.1065(c) applies to a determination of
18 whether an individual is an unpaid intern for purposes of this
19 section.

20 Sec. 21.012. EMPLOYMENT DISCRIMINATION TRAINING MATERIALS.
21 The commission shall develop materials for use in providing the
22 employment discrimination training required by Sections 21.010 and
23 21.011.

24 SECTION 3. (a) Not later than October 1, 2019, the Texas
25 Workforce Commission shall develop the training materials required
26 by Section 21.012, Labor Code, as added by this Act.

27 (b) Except as provided by Subsection (c) of this section,

1 the changes in law made by this Act apply only to an individual who
2 becomes a member of the legislature, an employee of a house of the
3 legislature, or an unpaid intern of a state agency or a house of the
4 legislature after October 1, 2019.

5 (c) An individual who, on October 1, 2019, is a member of the
6 legislature, an employee of a house of the legislature, or an unpaid
7 intern of a state agency or a house of the legislature shall attend
8 the applicable training program required by Section [21.010](#), Labor
9 Code, as amended by this Act, or Section 21.011, Labor Code, as
10 added by this Act, not later than November 1, 2019.

11 SECTION 4. This Act takes effect September 1, 2019.